

Centre for Teacher Accreditation (CENTA) Certification/ Micro-Credentials

The CENTA Certification/ Micro-Credentials recognize outstanding teaching professionals and connect them to opportunities towards a rewarding teaching career. The CENTA Certification/ Micro-Credentials are based on the competencies defined in the CENTA Standards, which highlight competencies expected from a teacher at different points of his/her career.

Opportunities for CENTA Certified teachers

- *Get recognized for excellence in teaching* – Through CENTA Certification and Micro-Credentials which signal a hallmark of quality
- *Get access to outstanding career opportunities* – CENTA Certification and Micro-Credentials are used by several schools and school groups in teacher recruitment, internal promotions and supplemental roles
- *Accelerate your professional development* – CENTA Certification and Micro-Credentials results will provide you with specific inputs on your strengths and development areas; as part of the CENTA Community you will also have access to professional development linkages which include online content, courses, training entities, etc.

The CENTA Certification comprises of **five Micro-Credentials**, which can be taken either individually or in an integrated fashion towards completion of the Certification. Candidates can choose one or more of the following Micro-Credentials based on their interests and career opportunity they want to pursue:

- Subject Expertise
- Classroom Communication
- Content Development
- Student Assessment and Remediation
- Professional Competencies

CENTA Certification/Micro-Credentials is specific to different subjects-grade¹ combinations. The process is fully technology enabled and can be done online from anywhere.

It is relevant for school teachers, B.Ed/D.Ed candidates as well as supplementary teachers, volunteers, fellows, non-teaching graduates and mid-career professionals aspiring to teach.

The note further elaborates:

- A. The coverage and submission requirements of different Micro-Credentials².
- B. A preliminary view of common role transitions in a school group and the CENTA Micro-Credential could be relevant for each.

¹ Subject options currently covered include: Primary (Language, Maths, EVS together), Middle School English, Middle School Maths, Middle School Science, Middle School Social Studies, High School English, High School Maths, High School Physics, High School Chemistry, High School Biology, High School Economics (more subjects being added over time).

² For a candidate opting for CENTA Certification, the submission requirements will be combined for optimization purposes.

Section A: An overview of the micro-credentials, their coverage, assessment instruments and approx. time requirement

Micro-credential 1: Subject Expertise

Level	Competencies tested	Instruments used	Approximate Time requirement
Level 1	<ul style="list-style-type: none"> In-depth Subject Knowledge, Conceptual Understanding and Real-life Application (for the selected subject and grade levels) Purpose of the particular subject and Competencies/ Thinking Skills built in students Basic check on written and verbal communication 	Proctored test including – (i) Multiple Choice Questions or MCQs, (ii) summarisation exercise and (iii) Constructed Responses (short answers) Submission - Short videos of yourself, on given generic topics (for basic check on verbal communication)	<ul style="list-style-type: none"> 1 Proctored Test- 2 hours 15 mins 3 videos of 90 seconds each (<i>could take about an hour of recording effort</i>)
Level 2	Level 1 competencies, plus: <ul style="list-style-type: none"> Conceptual Understanding for a few junior and senior grades as compared to the selected grade levels 	Similar to Level 1, with Additional MCQs and Constructed Responses (short answers) within the same proctored test	<ul style="list-style-type: none"> 1 Proctored Test- 2 hours 30 mins 3 videos of 90 seconds each
Level 3	Level 1, 2 competencies, plus: <ul style="list-style-type: none"> Understanding of relationship across different topics and subjects and knowledge of common developments for the selected subject-grade combination through 	Similar to Level 1, with Additional MCQs and Constructed Responses (short answers) within the same proctored test	<ul style="list-style-type: none"> 1 Proctored Test- 3 hours 3 videos of 90 seconds each
<ul style="list-style-type: none"> For proctored test, computer with internet, webcam and microphone is required. Access to a classroom is not required for this micro-credential. Subject Expertise Micro-Credential is not available for Primary - Mix of Subjects. 			

Micro-credential 2: Content Development

Level	Competencies tested	Instruments used	Approximate Time requirement
Level 1	<ul style="list-style-type: none"> Understanding basic theories related to Child Learning and growth stages, diversity in learning patterns and pedagogical methods Understanding Learning Objectives and development of Lesson Plan Ability to use common tools in different areas of technology in education specific to content development Written communication Basic check on Subject Knowledge, Conceptual Understanding and Real-life Application (for the selected subject and grade levels) 	Proctored test including (i) Multiple Choice Questions or MCQs (on Subject, Components of a lesson objective, pedagogical methods, understanding of child learning, etc.), (ii) summarisation exercise and (iii) Constructed Responses (short answers)	1 Proctored Test- 1 hour 30 mins
		Submission - Lesson Plan with questions related to the lesson plan	3 - 4 hours
Level 2	<p>Level 1 competencies, plus:</p> <ul style="list-style-type: none"> Ability to develop holistic Learning Objectives and modify a Lesson Plan based on the given context (for example, student learning levels, resource constraints) Understanding of relationship among different topics of the academic discipline, in terms of order of teaching and concept linkages Knowledge of and ability to choose appropriate ICT tools and use them 	Proctored test similar to Level 1, with Different MCQs and Constructed Responses (short answers)	1 Proctored Test- 1 hour 45 mins
		Submission - Questions related to the lesson plan	4-5 hours
Level 3	<p>Level 1, 2 competencies, plus:</p> <ul style="list-style-type: none"> Knowledge of common developments related to learning theories and growth stages, pedagogical methods 	Proctored test similar to Level 1, with Additional MCQs and Constructed Responses (short answers)	1 Proctored Test- 2 hour 15 mins

	<ul style="list-style-type: none"> • Ability to develop 'differentiated' Lesson Plans for different groups of students • Ability to help other teachers create learning objectives and lesson plans 	Submission – (i) Questions related to the lesson plan, (ii) Feedback on a textbook chapter	6 - 7 hours
<ul style="list-style-type: none"> • For proctored test, computer with internet, webcam and microphone is required. • Access to a classroom is not required for this micro-credential. 			

Micro-credential 3: Student Assessment and Remediation

Level	Competencies tested	Instruments used	Approximate Time requirement
Level 1	<ul style="list-style-type: none"> Understanding of different purposes and tools of assessment Ability to analyze assessment data, derive insights and develop steps for remediation Basic check on Subject Knowledge, Conceptual Understanding and Real-life Application (for the selected subject and grade levels) Basic check on written communication and verbal communication 	Proctored test including (i) Multiple Choice Questions or MCQs, (ii) summarisation exercise and (iii) Constructed Responses (short answers)	1 Proctored Test- 1 hour 15 mins
		Submission – Assessment exercise whereby the teacher administers a given assessment to students and analyses the data to derive insights	3-4 hours
Level 2	<p>Level 1 competencies, plus:</p> <ul style="list-style-type: none"> Design subject-grade specific assessments for different purposes, with the assessment consisting of MCQs and questions requiring short answers 	<p>In addition to level 1</p> <p>Assessment exercise submission will also involve the teacher designing the assessment</p>	<ul style="list-style-type: none"> 1 Proctored Test- 1 hour 15 mins Submissions for 4-5.5 hours
Level 3	<p>Level 1, 2 competencies, plus:</p> <ul style="list-style-type: none"> Knowledge of common developments related to student assessment Ability to help other teachers derive insights from student assessment data 	Proctored test similar to Level 1/2, with Additional Short answers in the test	1 Proctored Test- 1 hour 30 mins
		<p>Assessment exercise</p> <p>Submission similar to Level 2, plus: (i) Questions related to the Assessment exercise and (ii) Feedback on assessment questions developed by another teacher</p>	6-7 hours
<ul style="list-style-type: none"> For proctored test, computer with internet, webcam and microphone is required. Access to a set of students (minimum ten), to whom the assessment can be administered, is required. 			

Micro-credential 4: Classroom Communication

Level	Competencies tested	Instruments used	Approximate Time requirement
Level 1	<ul style="list-style-type: none"> Verbal and written communication Ability to apply common classroom management techniques, reinforce student strengths, and develop an interactive and conducive learning environment Ability to integrate conceptual teaching of the chosen subject with involvement of all students Basic check on Subject Knowledge, Conceptual Understanding and Real-life Application (for the selected subject and grade levels) 	Proctored test including (i) Multiple Choice Questions or MCQs, (ii) summarisation exercise and (iii) Constructed Responses (short answers)	1 Proctored Test- 1 hour
		Submission – 2 video submissions across given classroom contexts, supplemented by answers for given questions related to the submitted videos	4 – 5 hours
Level 2	<p>Level 1 competencies, plus:</p> <ul style="list-style-type: none"> Ability to modify lesson delivery based on classroom situations (for example, diversity in learning needs, live classroom situations, constructively leveraging dissent) 	<p>In addition to level 1</p> <p>Submission – (i) Answers for given questions related to the submitted videos and (ii) Answers for given questions related to a given video</p>	<ul style="list-style-type: none"> 1 Proctored Test – 1 hour Submissions for 5-6 hours
Level 3	<p>Level 1, 2 competencies, plus:</p> <ul style="list-style-type: none"> Ability to modify lesson delivery based on classroom situations (for example, explicit or implicit student feedback) Ability to help other teachers in classroom communication 	<p>In addition to level 1</p> <p>Submission – (i) Answers for given questions related to the submitted videos, (ii) Answers for given questions related to a given video and (iii) Evaluation of and inputs on a given video of another teacher</p>	<ul style="list-style-type: none"> 1 Proctored Test – 1 hour Submissions for 7-8 hours
<ul style="list-style-type: none"> For proctored test, computer with internet, webcam and microphone is required. Access to a classroom is required. The classroom video can be recorded using a mobile phone. It should show students as well as the teacher. The candidate should arrange for required permissions, if any. 			

Micro-credential 5: Professional Competencies

Level	Competencies tested	Instruments used	Approximate Time requirement
Level 1	<ul style="list-style-type: none"> ● Fundamental Logical Ability, ability to use a structured approach for problem solving and goal-orientation ● Time management ● Knowledge sharing in an informal manner ● Team work and ability to receive feedback constructively ● Understanding of parental and community engagement in child development ● Regular communication with parents on child progress ● Self-development ● Knowledge of commonly used school, board and government rules and policies, especially concerning one's own teaching role and student safety and ability to communicate them to parents and students, as relevant ● Basic check on verbal and written communication skills 	Proctored test including Multiple Choice Questions or MCQs, Constructed Responses (short answers) and scenario based questions on communication with parents	1 Proctored Test- 1 hour 30 mins
		Submission – Reflection exercises on specific topics for at least three weeks across the duration of the Micro-Credential	0.5 - 1 hour for each
		Submission – Form requiring information on initiatives undertaken for self-development	0.5 - 1 hour
		Interview – Video-based interview focussing on particular competencies	0.5-1 hour
		Survey - Survey of Principal/Management, Sample Peers and Sample Parents	30 mins to provide contact details
Level 2	Level 1 competencies, plus: <ul style="list-style-type: none"> ● Ability to lead teams or groups in organization activity as well as in teaching-learning activity ● Ability to solve problems through multiple approaches ● Work planning and time management ● Ability to provide constructive feedback ● Ability to engage with community and parents across socio-economic spectrum, and co-develop child learning plans with parents 	Additional MCQs and Constructed Responses (short answers) within the same proctored test	1 Proctored Test- 1 hour 30 mins
		Submission – Reflection exercises on specific topics for at least three weeks across the duration of the Micro-Credential	0.5 - 1 hour for each
		Submission – Child development plans	0.5 - 1 hours

	<ul style="list-style-type: none"> • Knowledge of school, board and government rules and policies, beyond one's own teaching role • Ability to engage in policy development/ updation at school level and comprehend and push for policy exception cases 	Submission – Form requiring additional specific information on initiatives undertaken for self-development	0.5 - 1 hour
		Interview – Interview focussing on particular competencies	0.5 - 1 hour
		Survey - Survey of Principal/Management, Sample Peers and Sample Parents	30 mins to provide contact details
Level 3	<p>Level 1, 2 competencies, plus:</p> <ul style="list-style-type: none"> • On-going engagement with profession by writing, researching, contributing lesson plans, etc. • Coaching and leading <ul style="list-style-type: none"> ○ Knowledge of best practices of team work and collaboration and leadership and coaching ○ Supporting others in work prioritization and time management ○ Knowledge sharing in formal settings ○ On any one of the technical competency (Content Development, Student Assessment and Remediation or Classroom Communication) • Ability to make decisions, evaluating multiple approaches, dynamic situations • Ability to develop and lead parent and community engagement at school level • Ability to develop an Overall Plan to meet the school's academic and other objectives • Ability to communicate and explain policies to other teachers 	Additional MCQs and Constructed Responses (short answers) within the same proctored test	1 Proctored Test- 1 hour 30 mins
		Submission – Reflection exercises on specific topics for at least three weeks across the duration of the Micro-Credential	0.5 - 1 hour for each
		Submission – Child development plans	0.5 – 1 hour
		Submission – Overall plan	0.5 - 1 hour
		Submission – Form requiring additional specific information on initiatives undertaken for self-development	0.5 – 1 hour
		Interview – Interview focussing on particular competencies	1-1.5 hours
		Survey - Survey of Principal/Management, Sample Peers and Sample Parents	30 mins to provide contact details

		<p>Coaching exercise -</p> <p>(i) Feedback on a textbook chapter</p> <p>OR</p> <p>(ii) Evaluation of and inputs on assessment questions developed by another teacher</p> <p>OR</p> <p>(iii) Evaluation of and inputs on a given video of another teacher</p>	<p>0.5 hours – 1 hour</p>
<ul style="list-style-type: none"> ● For proctored test and interview, computer with internet, webcam and microphone is required. ● Access to professional peers (defined broadly) and parents of students is required. ● The surveys will be confidential and anonymous. The scores will not be added but a minimum score will be considered for awarding the Micro-Credential. It is candidate’s responsibility to provide CENTA with the required contacts of the respondents and ensuring that the respondents fill the surveys on time. ● This Micro-Credential is Subject Agnostic (Candidates can take this Micro-Credential without choosing a particular subject-grade combination) ● This Micro-Credential is available on a stand-alone basis only for Level 2 and Level 3 			

Section B. A Preliminary view of common role transitions in a school/ school group and which CENTA Micro-Credential could be relevant for each.

#	Common role transitions	Recommended Micro-Credentials
1	Recruiting of a new teacher	<ul style="list-style-type: none"> ● Subject Expertise (Level 1) ● Classroom Communication (Level 1)
2	Transition from one grade level to another (e.g. a primary teacher wants to move to middle school)	<ul style="list-style-type: none"> ● Subject Expertise ● Classroom Communication
3	Transition from one subject to another (e.g. a Maths teacher wants to start teaching English)	<ul style="list-style-type: none"> ● Subject Expertise
4	Selection for a team creating content for the school/ school group	<ul style="list-style-type: none"> ● Content Development (Level 2/3)
5	Selection for a team creating student assessments for the school/ school group	<ul style="list-style-type: none"> ● Student Assessment and Remediation (Level 2/3)
6	Selection for a coach role for other teachers (e.g. classroom observation and feedback)	<ul style="list-style-type: none"> ● Classroom Communication (Level 2/3)
7	Transition to a grade Co-ordinator (e.g. coordinator middle school)	<ul style="list-style-type: none"> ● Professional competencies (Level 2) ● Classroom Communication (<i>assuming the coordinator will play a classroom observation role also</i>)
8	Transition to a subject Co-ordinator or HOD	<ul style="list-style-type: none"> ● Subject Expertise (Level 3) ● Content Development (Level 3)
9	Transition to a Vice-Principal/ Principal	<ul style="list-style-type: none"> ● Professional competencies (Level 3) ● Preferable one of the four technical Micro-Credentials (Level 2/3)